
Resource Management Capability and Production of Quality Business Educators in
Tertiary Institution

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ABSTRACT

The success of higher education depends greatly on the effective and efficient management of resources by institutional administrators. Thus, effective management of resources is very important in the achievement of quality business education. The purpose of resource management in higher education is to produce quality graduates who can contribute meaningfully to the development of the nation. The paper examined the resource management capability and production of quality business education in tertiary institution. The study focused on the effect of resource management on the production of quality business education, the strategies for improvement of resource management and the problems of resource management in tertiary education for which were identified to be lack of trained Cultism, personnel, poor planning, poor maintenance culture, corruption poor funding of education, and improvement of resource management. On this basis the study concluded that Effective management capability of resources is crucial to the survival, development and continuity of the higher education system. Effective resource management ensures the availability and utilization of financial resources, human resources, infrastructure, and technology, which are essential for the production of quality business education. Premised on the discussion so far, it is crystal clear that resource management is necessary to promote a motivating school environment for effective teaching and learning. One of the recommendations made was that Institutional administrators should have the requisite skills, knowledge and competence to intelligently and effectively coordinate and manage the various resources at their disposal for quality output.

KEYWORDS: Resource Management Capability, Quality Business Education and Tertiary Institution

Introduction

Given its ability to provide students with the necessary skills for self-employment, business education's importance in attaining sustainable development

cannot be overstated. The development of a nation's economy, society, and politics is generally recognized to depend on education. Education is viewed as the ideal tool for advancing the country in Nigeria. This means that the way for the country to evolve economically and keep pace with the rest of the world is through education. Higher education's performance is largely dependent on institutional administrators' competent and efficient resource management. So, it follows that achieving high-quality education requires excellent resource management.

Resources are materials that are readily available in our surroundings that are technologically attainable, economically viable, and culturally sustainable that assist us to satisfy our needs and goals, according to the context of this essay. Resources for education are items that can be used to accomplish educational goals. They can be divided into the several types of resources that higher education requires for efficient operation, including financial, physical/material, human, informational, and technical resources. They are instructional resources that advance the academic and managerial tasks carried out in higher education institutions. In order to maximize efficiency, resource management entails pre-planning, scheduling, and resource allocation. It requires a variety of related tasks, including as planning, leading, coordinating, managing, supervising, or monitoring and directing, to ensure efficient use of the available resources for the largest output. The goal of resource management in higher education is to create qualified graduates who can make a significant contribution to the growth of the country. Therefore, it is required of institutional administrators to possess the necessary expertise, knowledge, and abilities to effectively organize and manage the diverse resources at their disposal in order to provide high-quality results. As a result, higher education institutions require capable and efficient educational leaders. Technical, conceptual, human, decision-making, and communication abilities are some of the qualities institutional administrators should possess in order to manage resources effectively.

Effective resource management guarantees the availability and effective use of the infrastructure, technology, human resources, and financial resources that are necessary to produce high-quality business education (Federal Ministry of Education, 2021). It is essential to have a strong resource management competence when it comes to business education. In order to produce high-quality business education in every state or region, resource management skills are crucial (Obot, 2020).

Concept of Resources

Resources are any physical material constituting part of the Earth that people need and value. Natural materials become resources when humans value them. The uses and values of resources change from culture to culture and from time to time. Resources are spatially distributed, varying in quantity and quality, according to the National Geographic Society (2023). It also refers to all the materials available in our environment that are technologically accessible, economically feasible, and culturally sustainable and help us satisfy our needs and wants. Resources can broadly be classified based on their availability; they are classified into renewable and non-renewable resources, according to Wikipedia, the free encyclopedia (2023).

The concept of resources has been applied in diverse realms, with respect to geography, economics, biology and ecology, computer science, management, and human resources, and is linked to the concepts of competition, sustainability, conservation, and

stewardship. In application within human society, commercial or non-commercial factors require resource allocation through resource management (Miller and Spoolman, 2011).

In economics, a resource is defined as a service or other asset used to produce goods and services that meet human needs and wants (McConnell, Brue, and Flynn, 2011). Classical economics recognizes three categories of resources, also referred to as factors of production: land, labor, and capital. Land includes all natural resources and is viewed as both the site of production and the source of raw materials. Labor, or human resources, consist of human effort provided in the creation of products, paid in wages. Capital consists of human-made goods or means of production (machinery, buildings, and other infrastructure) used in the production of other goods and services, paid in interest.

Concept of Resources Management

Resource management is a series of processes and techniques used to ensure you have all the necessary resources to complete a project or meet business objectives. It also focuses on making the most efficient use of those resources by eliminating waste for more profits and a high return on investment (ROI). Resource management puts you in control to avoid conflicts as much as possible (Coursera, 2023). Resource management is the process of pre-planning, scheduling, and allocating your resources to maximize efficiency (Brianna Hansen, 2022). In organizational studies, resource management is the efficient and effective development of an organization's resources when they are needed. Such resources may include financial resources, inventory, human skills, production resources, information technology (IT), and natural resources (Wikipedia, the free encyclopedia, 2023).

Resource management is the process of planning, scheduling, forecasting, and optimizing the entire resource lifecycle for successful project delivery. It involves managing resources such as people, equipment, materials, facilities, etc., to ensure they are utilized optimally and in alignment with organizational objectives. The main aim of resource management is to fulfill project requirements and ensure productive utilization of every resource across the organization. In addition, it helps build a future-ready workforce, improve business profitability, and beat market volatility. According to ImedBouchrika (2022), a short "resource management" definition would be: "acquiring, allocating, and managing resources: individuals and their skills, finances, technology, materials, machinery, and other resources that are required for a project." Resource management ensures that internal and external resources are used effectively, on time, and according to the allocated budget.

Concept of Quality Business Education

Business education is a crucial component in developing competent and skilled professionals who can effectively navigate the complexities of the business world. It encompasses the acquisition of theoretical knowledge, practical skills, and ethical values necessary to succeed in various business disciplines (Hult, 2012). A high-quality business education should provide students with a comprehensive understanding of fundamental concepts, critical thinking abilities, and opportunities for experiential learning.

Quality business education is aimed at providing training that will equip its recipients with business skills for optimal performance in the workplace. As a program of study, business education courses are offered in universities, polytechnics, and colleges of education, while the secretarial option is offered in polytechnics as office technology and management (OTM). Business education has remained an invaluable academic program in tertiary institutions in Nigeria and beyond. It is a program designed to empower students with the educational and business competencies needed to effectively cope with the challenges in the world of work. According to Okoye and Umezuluike (2014), business education is part of a vocational education program that inculcates in individuals the competencies, skills, attitudes, knowledge, and understanding necessary to perform and progress effectively in the business world. As a designed program of instruction, it prepares people for jobs requiring specialized training (McEwen, 2013).

Here are some key aspects that contribute to the concept of quality business education:

- **Accreditation:** Quality business education programs often seek accreditation from recognized accrediting bodies such as AACSB (Association to Advance Collegiate Schools of Business) or EQUIS (European Quality Improvement System). Accreditation ensures that educational institutions meet specific standards of excellence in faculty qualifications, curriculum, and learning outcomes.
- **Curriculum:** A quality business education curriculum should be designed to cover a broad range of business disciplines, including accounting, finance, marketing, operations, entrepreneurship, and management. The curriculum should incorporate both theoretical foundations and practical applications, providing students with a well-rounded understanding of business principles (Rodríguez-Castellanos, 2017).
- **Experienced Faculty:** High-quality business education requires a faculty composed of experienced professionals who possess a strong academic background and relevant industry experience. Faculty members should be adept at delivering engaging lectures, facilitating discussions, and providing mentorship to students.

Types of Resources

Resources can be categorized into various types based on their nature, origin, and utility. Here are some common types of resources:

Natural Resources: These resources are obtained from the earth and were not created by humans. Examples include air, water, minerals, forests, land, wildlife, and fossil fuels like coal, oil, and natural gas (Razi, 2020).

Renewable Resources: These resources are replenished naturally or through human intervention, making them sustainable over the long term. Examples include solar energy, wind energy, hydropower, biomass, and tidal energy.

Non-Renewable Resources: These resources exist in limited quantities and cannot be replenished within a human lifespan or on a scale that makes them sustainable.

Examples include fossil fuels (coal, oil, natural gas), minerals (gold, silver, copper), and nuclear fuels (uranium).

Human Resources: These resources refer to the skills, knowledge, and abilities of individuals that contribute to economic production and development. Human resources include labor, workforce, expertise, and intellectual capital.

Capital Resources: These resources are man-made and used to produce goods and services. They include machinery, tools, equipment, infrastructure, buildings, factories, and technology. Capital resources are often used in conjunction with human resources.

Financial Resources: These resources include money, capital, and financial assets that are used to facilitate economic activities, investments, and transactions (Razi, 2020). Financial resources can be owned by individuals, businesses, governments, or financial institutions.

Intangible Resources: These resources lack physical presence but hold value. Examples include patents, trademarks, copyrights, brand reputation, intellectual property, software, and licenses.

Community Resources: These resources are owned or managed collectively by a community or society. They can include public parks, libraries, community centers, public transportation, and other shared facilities and services.

Information Resources: These resources consist of data, knowledge, and information that can be utilized to make informed decisions, conduct research, and solve problems. They include databases, research papers, books, online resources, and expertise.

Environmental Resources: These resources encompass elements of the natural environment that provide ecological benefits and support life. Examples include clean air, clean water, biodiversity, ecosystems, and ecological services like pollination and soil fertility.

Problems of Resource Management in Tertiary Education

Resource management in higher education in Nigeria is faced with myriad of problems. These problems include but not limited to the following.

- A. *Poor Funding of Education:*** Funds are needed for the procurement and effective management of educational resources in higher institutions. Unfortunately, the Nigerian education system is characterized by inadequate funding by government. This has posed serious constraints to the management of resources in higher education. As a result of insufficient funding, essential teaching and learning resources could not be provided in higher institutions for effective service delivery. The incessant strikes by Academic Staff Union of Universities (ASUU) is always centered on funding which depicts that poor funding is a major problem in the management of higher education in the country.
- B. *Corruption:*** Misappropriation of funds allocated to higher institutions is another problem affecting resource management. The corrupt practices of some institutional administrators compound the problem of shortage of

funds in the management of higher education. The available funds are not judiciously managed by those in the positions of authority. The funds are either embezzled out right or diverted to some other projects for personal gains.

- C. *Poor Maintenance Culture:*** In some higher institutions in the country, the physical resources are in dysfunctional states as a result of poor maintenance culture. It is not uncommon to see rusty equipment and broken down facilities in campuses across the country. The learning environment in higher institutions should be congenial to students learning and devoid of injurious items or facilities. Some institutional administrators lack the capacity for maintenance of school infrastructural facilities because they utilize reactive approach to resource management.
- D. *Poor Planning:*** One factor that contributes to poor planning in education is lack of accurate data. In higher institutions inaccurate data and information can hinder effective planning for both human and material resources. In some establishments ghost workers exist and this make it difficult to have accurate number of personnel for proper planning. Sometimes, accurate student population is not known and this also affects proper planning for teaching and learning resources in the schools.
- E. *Lack of Trained Personnel:*** Resources in education are not judiciously managed because those in management positions in the education system are not professionally trained in the art (Ekundayo, 2019). The education sector is unique because it is the sector that produces the needed manpower for the economic growth and development of the nation.
- F. *Cultism:*** One outstanding feature of Nigerian higher institutions that has affected effective management is the menace of secret cults. The activities of cult groups have resulted in the loss of lives and properties, and both staff and students live in fear of the unknown (Ojedele, 2019). Therefore, the activities of secret cults pose serious constraints to the efficient management of resources in higher institutions. The peaceful campuses of higher institutions have now been turned into battle grounds by various cults, resulting in insecurity and affecting academic work.

Effect of Resource Management on the Production of Quality Business Education

The creation of high-quality business education depends heavily on resource management. The entire quality of education offered by business schools and institutions can be considerably impacted by the efficient use of resources, including faculty, facilities, technology, and financial resources. Organizational development, safety, wellness, benefits, employee motivation, communication, administration, and training are just a few of the concerns that are covered by resource management techniques. Other topics include remuneration, hiring, performance management, and organization development.

High-quality business education requires competent faculty and staff who possess the necessary knowledge, expertise, and teaching skills. Resource management practices that focus on attracting, recruiting, and retaining top-quality faculty can

enhance the educational experience for students. Adequate faculty-student ratios, professional development opportunities, and fair compensation are some factors that influence faculty motivation and commitment, ultimately impacting the quality of education delivered (Rey-Martí et al., 2015).

Strategies for Improvement of Resource Management

The following strategies are recommended for improvement of resource management in higher education.

- i. Higher education in Nigeria should be adequately funded to enable school administrators to procure resources for teaching, learning and research. The government should intensify effort to meet the 26% annual budgetary allocation to the education sub-sector as stipulated by the UNESCO for all developing countries of the world.
- ii. The government should do everything possible to eradicate corruption in educational institutions as this has greatly affected effective management of resources. Administrators found guilty of mismanagement of funds should be shown the way out of the system and they should be made to face the full weight of the law. People with proven integrity should be appointed to head tertiary institutions. Such appointments should be on merit and not on the principle of patronage bureaucracy.
- iii. Educational administrators should develop good maintenance culture in schools. They should encourage both staff and students to work as a team in maintaining school facilities. There is the need to maintain school facilities in order to keep them functional for effective teaching, learning and research.
- iv. Strategic planning should be adopted in the planning of resources in higher institutions. Strategic planning is a systematic planning of the direction and total resources of an organization to achieve pre-determined objectives either in the medium or long term. If the resources of the institution are well planned, they will be effectively managed to achieve quality learning outcomes.
- v. Admission of students in higher institutions should be based strictly on the carrying capacity. The administrators should take into cognizance the available facilities that can sustain the number of students admitted.

Conclusion

Effective management of resources is crucial to the survival, development, and continuity of the higher education system. Effective resource management ensures the availability and utilization of financial resources, human resources, infrastructure, and technology, which are essential for the production of quality business education. Based on the discussion so far, it is crystal clear that resource management is necessary to promote a motivating school environment for effective teaching and learning.

Recommendations

1. Institutional administrators should have the requisite skills, knowledge and competence to intelligently and effectively coordinate and manage the various resources at their disposal for quality output.
2. The resources provided to be procured by tertiary institutions should be properly and judiciously managed for quality service delivery.
3. In this era of global competitiveness, efficient management of educational resources is imperative in order to produce quality graduates who can compete globally.

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